



## COUNTY COMMISSIONERS

Karen Howard, Chair  
Katie Kenlan, Vice Chair  
David Delaney  
Franklin Gomez Flores  
Amanda Robertson

COUNTY MANAGER: Bryan Thompson

# RESOLUTION OF THE CHATHAM COUNTY BOARD OF COMMISSIONERS

## Amending the Chatham County Personnel Policy

**WHEREAS**, the Chatham County Personnel Policy, adopted March 11, 1996, establishes the general guidelines for employees conduct; and

**WHEREAS**, from time to time it is necessary to amend the Personnel Policy for clarification or to better meet the needs of the employees and the County; and

**WHEREAS**, internal and external review of the policy identified needed modifications to the policy, and

**NOW, THEREFORE BE IT RESOLVED**, by the Board of Commissioners of Chatham County, that Personnel Policy be amended as follows:

### **Article I, Section 2: Coverage**

This section was amended to clarify employee exceptions to specific articles and sections in the Personnel Policy.

### **Article I, Section 3: Definitions**

The definition of Alternative Adverse Weather Time Off was removed as it no longer applies with the changes to the Inclement Weather Policy. The following definitions were added with the updates to the Harassment and Discrimination Statements and Procedures: Bullying, Harassment, Nonverbal Harassment, Verbal Harassment, Sexual Harassment and Stereotyping.

### **Article V, Section 2: Expectation of Ethical Conduct**

This section was added to formally establish and communicate the ethical standards and professional conduct expected of all County employees.

### **Article VI, Section 9: Educational Leave**

This section was removed from the Personnel Policy as it is no longer applicable.

### **Article V, Section 5: Anti-Harassment and/or Anti-Discrimination Policy Statements and Procedures**

This section has been modified to include a "statement of good faith", to clarify who the section applies to and lay out the new procedures for handling harassment and discrimination issues to include the EEO Officer in conjunction with Human Resources.

### **Article VI, Section 4: Inclement Weather Policy**

This section was modified to include updated language and set forth guidelines for employee eligibility, designation of emergency employees and how employees shall account for their time. This language mirrors the new Inclement Weather Policy and Procedures.

Adopted, this the 18th day of August, 2025.

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Karen Howard, Chair

ATTEST:

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Jenifer K. Johnson, Clerk to the Board